

Registered number: 13442286  
Charity number: 1196330

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**UNAUDITED**

**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 AUGUST 2025**

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 AUGUST 2025**

<b>Trustees</b>	Julie Winyard, Chair Fiona Willett, Trustee Mark Beyer-Woodgate, Trustee Monica Black, Trustee Deborah Caws, Trustee Artemi Sakellariadis, Trustee
<b>Company registered number</b>	13442286
<b>Charity registered number</b>	1196330
<b>Registered office</b>	4 Chester Court Basildon Essex SS14 3WR
<b>Principal operating office</b>	North Crescent Primary School North Crescent Wickford Essex SS12 9AP
<b>Company secretary</b>	S Rudgley
<b>Chief executive officer</b>	J Palmer-Tweed
<b>Accountants</b>	MWS Accountants Limited Chartered Accountants Registered Auditor 4 Chester Court Chester Hall Lane Basildon Essex SS14 3BL
<b>Bankers</b>	Metro Bank One Southampton Row London WC1B 5HA

**ESSEX & THAMES EDUCATION**  
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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

The Trustees present their annual report together with the financial statements of the Company for the 1 September 2024 to 31 August 2025. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

Since the Company qualifies as small under section 382 of the Companies Act 2006, the Strategic report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

**Objectives and activities**

**a. Policies and objectives**

"To advance the education of the public by providing digital and face-to-face training programmes for aspiring educators."

The demographic area of Southend, Essex and East London struggles to recruit enough good teachers to maintain supply of staff for local schools. Essex and Thames Education provides excellent training to localities, with the vast majority of trainees taking employment in local schools.

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

**b. Strategies for achieving objectives**

**2023 - 26**

- Provide excellent initial teacher training programmes
- Work with the university to develop undergraduate teacher training programmes
- Continue to develop a border range of routes into teaching
- Embed mentor training in line with the new quality requirements (statutory from September '24)
- Promote the Assessment Only Route into teaching
- Promote the Apprenticeship Route into teaching
- Continue to identify new income streams for the charity

**2026-28**

- Develop training programmes with the independent sector
- Develop the apprenticeship routes into teaching
- Build international working relationships
- Develop peer-on-peer abuse work with ARU
- Develop the Voice programme, including a robust evidence base

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Objectives and activities (continued)**

**c. Activities undertaken to achieve objectives**

During the 2024-2025 Academic year, delivery of the Programme which:

- Was designed, led and overseen by schools
- Drew on the strengths of member schools
- Provided opportunities for trainees to learn from expert colleagues
- Provided centre-based and school-based training which were inextricably linked
- Ensured ECTs were immediately ready for their roles in school
- Engaged in ITT that impacts positively on the CPD of staff in schools
- Ensured all mentors are fully cognisant of the ITTECF and its evidence base
- Delivered programmes which create and support a culture of evidence informed practice in the partnership
- Ensured academic rigor
- Ensured all stakeholders have a voice
- Delivered programmes which impact positively on pupils' lives
- Provided equality of opportunity for all trainees
- Promoted inclusive practice and supported equality and diversity
- Ensured that trainee teachers were responsive and reflective
- Ensured that training happened in a nurturing environment
- Ensured that new teachers were able to plan their CPD effectively
- Produced well-rounded teachers who qualify as confident practitioners
- Produced teachers who had the necessary substantive knowledge to teach subjects with immediate competence
- Ensured that training was led by subject, phase and specialist practitioners
- Ensured that all training programmes was supported by an appropriate evidence base
- Developed Mentor Training in line with the quality requirements
- 

**d. Main activities undertaken to further the Company's purposes for the public benefit**

At the start of the course 82 trainees were registered with 72 being awarded QTS at the planned end of training in July 2025. One trainee extended into the Autumn term 2025/2026 and was awarded QTS in October 2025. One part time trainee from 2023-2024 was also awarded QTS during the year. Five trainees entered the second year of their part time studies. One trainee deferred and three trainees withdrew from the course. Of those that completed at the end of July, the vast majority of these trainees are now employed in local schools, benefiting the wider community by way of delivering good teaching to children and young people in the area. An additional ten awards of QTS were made to candidates on the Assessment Only Route into teaching.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance**

**a. Main achievements of the Company**

Of the 82 trainees (77 full time and 5 part time) that commenced the course:

- 72 of the 77 full time trainees completed at the planned end date of the course in July 2025 (94.7%)
- 3 of the 77 full time trainees completely withdrew from their training (2.6%)
- 1 of the 77 full time trainees deferred the course and at the date of this report (October 2025) and have not returned (2.6%)
- 1 part time trainee from 2023/2024 was awarded QTS
- 1 full time trainee extended into the autumn term and was awarded QTS in October 2025.

In the 2021/2022 year, Essex & Thames Education planned to train 100 new primary and secondary teachers each year. However, due to the financial implications, the charity made the decision to focus on Primary education for the 2022/2023 year and beyond, and the revised target number of new teachers was reduced to 75 to reflect this.

Recruitment for the 2022/2023 year was down nationally and the recruitment figures to the course reflect this. The trend continued into the 2023/2024 recruitment cycle, with 50 trainees commencing the course for the 2023/2024 year. For the 2024/2025 year, recruitment improved with 81 trainees commencing the course.

**Recruitment to future periods**

Recruitment for the 2025/2026 year was low with 68 trainees currently on the course. As a result of low recruitment, a decision was made to run from one base only from 2025/2026.

At the time of this report, January 2026, recruitment is predicted to be low for the 2026/2027 course with an estimate of 60 trainees.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**b. Key performance indicators**

**Trainee Completion Rate**

The national average for award of QTS in the 2023-2024 year was 93% up from 92% in the 2022-2023 year, recovering to the level in 2021-2022 year. Performance profiles for 2024-2025 were not available at the time of this report (October 2025) and are due to be released in July 2026. The DfE data only includes those that either completed their training at the expected end date or withdrew. Therefore the comparable completion rate for Essex & Thames was as follows:

- 49 Full time trainees were registered and expected to complete the course in July 2023
- 1 extended and is omitted from the figures
- Of the 49 full time trainees, 47 were awarded QTS at the planned end date (96%)
- Of the 49 full time trainees, 48 were awarded QTS by December 2024 (98%)

Essex & Thames education was performing above the national average for completions in the 2023/2024 year.

**Trainee Employment Rate and Locality**

91.7% of trainees (44 Trainees) that had completed the course with the award of QTS had secured employment in schools at the end of their training year. Trainees were employed in the following areas:

Essex	36 Trainees (76.7%)
Southend	2 Trainees (4.3%)
Thurrock	1 Trainees (2.1%)
East London	2 Trainees (4.3%)
Inner London	1 Trainee (2.1%)
Wiltshire	1 Trainee (2.1%)
Kent	1 Trainee (2.1%)
Unemployed	1 Trainee (2.1%)
Not Teaching	1 Trainee (2.1%)
Supply	1 Trainee (2.1%)

**Trainee Satisfaction Data:**

Of the 72 trainees that had completed the course, 13 responses were received to the satisfaction survey (18%). The trainees were asked:

**How would you rate the overall quality of your training?**

53.8% of respondents answered excellent

46.2% of respondents answered good

This compared to:

2023/2024 responses of 85.7% rating as excellent and 14.3% as good.

2022/2023 responses of 17.4% rating as excellent and 82.6% as good.

2021/2022 responses of 59% rating as excellent and 41% as good.

**Do you feel that you have had sufficient practical experience of teaching for this stage in your training?**

92.3% responses of enough

7.7% (1 response) responses of felt they could have had a bit more

This compared to:

2023/2024 responses of 100% responding enough

2022/2023 responses of 74% responding enough and 26% responding they felt they could have had a bit more.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

2021/2022 responses of 75% responding enough and 25% responding they felt they could have had a bit more.

**How has your training been so far in preparing you to identify your own professional development needs (CPD / target setting / use of audits etc)?**

53.8% of respondents answered excellent

46.2% of respondents answered good

This compares to the data from:

2023/2024 85.7% Excellent, 14.3% Good

2022/2023 26% Excellent, 69.5% Good and 4.5% requires some improvement

2021/2022 of 63% excellent and 47% good.

**How has your training been so far in preparing you to follow high standards of personal and professional conduct?**

76.9% of respondents answered excellent

23.1% of respondents answered good

This compares to:

85.7% answering excellent and 14.3% answering good in 2023/2024

47.8% answering excellent and 52.2% answering good in 2022/2023

84% answering excellent and 16% answering good in 2021/2022

**How has your training been so far in preparing you to integrate the theoretical elements (centre-based training) of your programme with your practical experiences (school-based training)?**

46.2% of respondents answered excellent

53.8% of respondents answered good

This compares to:

85.7% Excellent and 14.3% good in 2023/2024

21.7% Excellent and 78.3% good in 2022/2023

59% excellent and 41% good in 2021/2022

**How good has the guidance been in preparing you to stay up-to-date with educational research?**

46.2% of respondents answered excellent

53.8% of respondents answered good

This compares to:

71.4% Very confident and 28.6% confident in 2023/2024

30.4% Very confident, 61% confident and 8.6% slightly confident in 2022/2023

53% very confident and 47% confident in 2021/2022

**How good has your training been in preparing you to take responsibility for pupil safeguarding?**

53.8% of respondents answered fully prepared

46.2% of respondents answered somewhat prepared

This compares to:

71.4% fully prepared and 28.6% somewhat prepared in 2023/2024

82.6% fully prepared and 17.4% somewhat prepared in 2022/2023

72% fully prepared and 28% somewhat prepared in 2021/2022

**How good has your training been in developing your understanding of your responsibilities for Prevent?**

46.2% of respondents answered excellent

46.2% of respondents answered good

7.6% of respondents answered requires some improvement (1 trainee)



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

This compares to:

57.1% excellent, 28.6% good and 14.3% requires some improvement (1 trainee) in 2023/2024  
47.8% excellent and 52.2% good in 2022/2023  
63% excellent and 37% good in 2021/2022

**How good has your training been in preparing you to promote British values such as democracy, liberty, mutual respect and tolerance?**

38.5% of respondents answered excellent  
61.5% of respondents answered good

This compares to:

57.1% answered excellent and 42.9% answered good in 2023/2024  
69.6% answered confident, 30.1% answered somewhat confident in 2022/2023  
38% confident, 59% somewhat confident and 3% not confident in 2021/2022.

**How good has your training been so far in addressing issues relating to your own wellbeing?**

61.5% of respondents answered Excellent  
30.9% of respondents answered Good  
7.6% of respondents answered requires some improvement (1 trainee)

This compares to:

57.1% responded excellent and 42.9% answered good in 2023/2024  
21.7% of respondents answering well supported, 69.6% answering somewhat supported and 8.7% answering not supported at all (2 trainees) in 2022/2023  
53% of respondents answering well supported and 47% answering somewhat supported in 2021/2022.

**How has your training been so far in addressing issues relating to pupil wellbeing?**

53.8% of respondents answered Excellent  
38.6% of respondents answered Good  
7.6% of respondents answered requires some improvement (1 trainee)

This compares to:

57.1% responding excellent and 42.9% responding good in 2023/2024  
26% responding excellent and 74% responding good in 2022/2023  
47% responding excellent and 53% good in 2021/2022.

**How supportive and effective is professional guidance given by your Personal Tutor?**

69.2% of respondents answered excellent  
23.2% of respondents answered good  
7.6% of respondents answered requires some improvement

This compares to:

100% answered excellent in 2023/2024  
56.5% answered excellent, 39% answered good and 4.5% answered requires some improvement in 2022/2023  
69% excellent and 31% good in 2021/2022.

**How supportive and effective is pastoral support given by your Personal Tutor?**

69.2% of respondents answered excellent  
7.6% of respondents answered good  
7.6% of respondents answered requires some improvement  
15.6% of respondents answered that they had not required this

This compared to:

100% of respondents answered excellent in 2023/2024  
47.8% respondents answered excellent, 26% answered good, 4.5% answered requires improvement and 21.7%

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

responded that they had not required support in 2022/2023  
66% responded excellent, 28% good and 6% not requiring access in 2021/2022.

**Please rate the quality of support from the SCITT Office**

46.2% of respondents answered excellent  
46.2% of respondents answered good  
7.6% of respondents answered requires some improvement

This compares to:

100% of respondents answered excellent in 2023/2024  
39% excellent, 52% good, 4.5% requires some improvement and 4.5% stated that this was not relevant to them in 2022/2023  
50% excellent and 50% good in 2021/2022

**Please rate the quality of teaching in lectures**

53.8% of respondents answered excellent  
46.2% of respondents answered good

This compared to

57.1% excellent and 42.9% good in 2023/2024  
17.3% excellent, 78.2% good and 4.5% requires some improvement in 2022/2023  
53% excellent and 47% good in 2021/2022.

**How well was training pitched for your level of skill and knowledge?**

92.4% responded 'pitched correctly'  
7.6% responded 'too simple'

This compared to:

100% of respondents answered 'pitched correctly' in 2023/2024  
This question was added for the 2023/2024 survey

**How good was your training in preparing you to understand behaviour and to maintain good behaviour in the classroom?**

61.5% of respondents answered excellent  
38.5% of respondents answered good

This compares to:

71.4% excellent and 28.6% good in 2023/2024  
30.4% excellent, 65.1% Good and 4.5% requires some improvement in 2022/2023  
59% excellent, 38% good and 3% requires some improvement in 2021/2022.

**How good was your training in preparing you to understand and apply pedagogy?**

53.8% of respondents answered excellent  
46.2% of respondents answered good

This compares to:

71.4% excellent and 28.6% good in 2023/2024  
21.7% excellent and 78.3% good in 2022/2023  
56% excellent and 44% good in 2021/2022.

**How good was your training in preparing you to teach pupils across a range of academic abilities?**

46.2% of respondents answered excellent  
46.2% of respondents answered good  
7.6% of respondents answered requires some improvement

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

This compares to:

71.4% excellent and 28.6% good in 2023/2024

8.7% excellent, 78.2% good and 13.1% requires some improvement in 2023/2023

47% excellent, 50% good and 3% requires some improvement in 2021/2022.

**How has your training been so far in preparing you to teach pupils from all ethnic backgrounds?**

46.2% of respondents answered excellent

53.8% of respondents answered good

This compares to:

57.1% excellent, 28.6% good and 14.3% requires some improvement (1 trainee) in 2023/2024

17.3% excellent, 78.2% good and 4.5% requires some improvement in 2022/2023

47% excellent, 47% good and 6% requires some improvement in 2021/2022.

**How good was your training in preparing you to teach and assess the progress of pupils with special educational needs or disabilities?**

30.1% of respondents answered excellent

69.9% of respondents answered good

This compares to:

57.1% excellent and 42.9% good in 2023/2024

17.3% excellent, 73.9% good and 8.8% requires some improvement in 2022/2023

41% excellent, 56% good and 3% requires some improvement in 2021/2022.

**How helpful has the guidance given in lectures been to help you to learn how to plan effective lessons?**

30.1% of respondents answered excellent

46.2% of respondents answered good

23.7% of respondents answered requires some improvement

This compares to:

57.1% excellent and 42.9% good in 2023/2024

13% excellent, 65.2% good and 21.8% requires some improvement in 2022/2023

38% excellent, 59% good and 3% requires some improvement in 2021/2022.

**How good has your training been in preparing you to teach across the full range of subjects in the curriculum?**

53.8% of respondents answered excellent

46.2% of respondents answered good

This compares to:

57.1% excellent and 42.9% good in 2023/2024

13% excellent, 65.2% good, 17.3% requires some improvement and 4.5% responded that this had only been partly covered in 2022/2023

56% excellent, 41% good and 3% requires some improvement in 2021/2022.

**How good has your online training been so far in preparing you to teach phonics?**

15.4% of respondents answered excellent

77% of respondents answered good

7.6% of respondents answered requires some improvement

This compares to:

42.9% excellent and 57.1% good in 2023/2024

8.7% excellent, 69.5% good and 21.8% requires some improvement in 2022/2023

50% excellent and 50% good in 2021/2022.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**How good has your training been in preparing you to teach reading and comprehension?**

38.5% of respondents answered excellent

61.5% of respondents answered good

This compares to:

71.4% excellent, 14.3% good and 14.3% requires some improvement in 2023/2024

34.7% excellent, 60.8% good and 4.5% requires some improvement in 2022/2023

63% excellent and 47% good in 2021/2022.

**How good has your training been at preparing you to assess and use pupil data (both formative and summative assessments) to inform your teaching?**

38.5% of respondents answered excellent

46.3% of respondents answered good

15.2% of respondents answered requires some improvement

This compares to:

71.4% excellent, 14.3% good and 14.3% requires some improvement in 2023/2024

17.4% excellent, 60.8% good and 21.8% requires some improvement in 2022/2023

44% excellent and 56% good in 2021/2022.

**How has your training been so far in preparing you to provide effective feedback to pupils?**

61.5% of respondents answered excellent

38.5% of respondents answered good

This compares to:

71.4% excellent, 14.3% good and 14.3% requires some improvement in 2023/2024

17.4% excellent, 69.6% good and 13% requires some improvement in 2022/2023

28% excellent, 69% good and 3% requires some improvement in 2021/2022.

**How good has your training been in preparing you to communicate with parents or carers?**

30.8% of respondents answered excellent

61.6% of respondents answered good

7.6% of respondents answered requires some improvement

This compares to:

57.1% excellent and 42.9% good in 2023/2024

13% excellent, 60.8% good and 26.2% requires some improvement in 2022/2023

44% excellent, 50% good and 6% requires some improvement in 2021/2022.

**How good has your training been in preparing you to deploy support staff effectively?**

53.8% of respondents answered excellent

31% of respondents answered good

15.2% of respondents answered requires some improvement

This compares to:

42.9% excellent and 57.1% good in 2023/2024

13% excellent, 56.5% good and 30.5% requires some improvement in 2022/2023

44% excellent, 50% good and 6% requires some improvement in 2021/2022.

**How has your training been so far in preparing you to use your voice effectively?**

53.8% of respondents answered excellent

46.2% of respondents answered good

This compares to:

42.9% excellent and 57.1% good in 2023/2024

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

30.4% excellent, 56.6% good and 13% requires some improvement in 2022/2023  
75% excellent and 25% good in 2021/2022.

**How would you rate the school environment in terms of being welcoming to trainees?**

84.6% of respondents answered excellent  
7.7% of respondents answered good  
7.7% of respondents answered requires improvement

This compares to:

85.7% excellent and 14.3% good in 2023/2024  
47.8% excellent, 47.8% good and 4.4% requires some improvement in 2022/2023  
72% excellent, 22% good and 6% requires improvement during 2021/2022.

**Placements: How would you rate the quality of information sharing about the pupils?**

76.9% of respondents answered excellent  
23.1% of respondents answered good

This compares to:

85.7% excellent and 14.3% good in 2023/2024  
34.8% excellent, 60.8% good and 4.4% requires some improvement in 2022/2023  
69% excellent and 31% good in 2021/2022

**Did you have sufficient opportunities to observe good and outstanding teaching?**

92.3% answered that their needs were met  
7.7% answered that they would have benefitted from seeing more

This compares to:

100% answering their needs were met in 2023/2024  
95.5% answering 'seen plenty' and 4.5% answering 'would have benefitted from seeing more' in 2022/2023  
94% answering yes and 6% no in 2021/2022

**Did you have sufficient opportunities to teach phonics?**

100% answered yes

This compares to:

85.7% answered yes and 14.3% answered no in 2023/2024  
100% answered yes in 2022/2023  
100% answered yes in 2021/2022

**Did you have sufficient opportunities to teach early mathematics?**

84.6% of respondents answered yes  
15.4% of respondents answered no

This compares to:

100% answered yes in 2023/2024  
95.5% yes and 4.5% no in 2022/2023  
94% yes and 6% no in 2021/2022

**How helpful was the lesson feedback you were given by your Senior General Mentor?**

76.9% of respondents answered excellent  
23.1% of respondents answered good

This compares to:

85.7% excellent and 14.3% good in 2023/2024  
73.9% excellent, 26.1% good in 2022/2023  
60% excellent, 28% good and 12% requires improvement in 2021/2022.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**How helpful was the lesson feedback you were given by your General Mentor?**

76.9% of respondents answered excellent

23.1% of respondents answered good

This compares to:

100% excellent in 2023/2024

56.5% excellent, 39% good and 4.5% answered that this is the same person as the SGM in 2022/2023

69% excellent, 25% good and 6% where the senior and general mentor were the same person in 2021/2022.

**Are you receiving enough mentoring time from your Senior General Mentor?**

84.6% of respondents answered yes

15.4% of respondents answered no

This compares to:

100% yes in 2023/2024

95.5% yes and 4.5% no in 2022/2023

78% yes and 22% no in 2021/2022.

**Please rate the availability of planning time with your General Mentor.**

76.9% of respondents answered excellent

23.1% of respondents answered good

This compares to:

100% excellent in 2023/2024

56.5% excellent, 30.4% good and 13.1% requires some improvement in 2022/2023

47% excellent, 50% good and 3% requires some improvement in 2021/2022.

**Please rate the quality of support from other school staff.**

92.3% of respondents answered excellent

7.7% of respondents answered requires some improvement

This compares to:

85.7% excellent and 14.3% good in 2023/2024

60.8% excellent, 34.7% good and 4.5% requires some improvement in 2022/2023

66% excellent and 34% good in 2021/2022

**Please rate the quality of target setting.**

69.2% of respondents answered excellent

30.8% of respondents answered good

This compares to:

85.7% excellent and 14.3% good in 2023/2024

47.8% excellent and 52.2% good in 2022/2023

53% excellent, 44% good and 3% requires improvement in 2021/2022

**Please rate the quality of support to manage behaviour.**

84.6% of respondents answered excellent

15.4% of respondents answered good

This compares to:

100% excellent in 2023/2024

52.2% excellent, 43.5% good and 4.3% requires some improvement in 2022/2023

69% excellent and 21% good in 2021/2022

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**Please rate the quality of support to help you understand and apply pedagogy**

76.9% of respondents answered excellent  
15.4% of respondents answered good  
7.7% of respondents answered requires some improvement

This compares to:

100% excellent in 2023/2024  
39.1% excellent and 60.9% good in 2022/2023  
47% excellent and 53% good in 2021/2022.

**Please rate the support that you received to plan lessons and understand how the school curriculum is implemented.**

76.9% of respondents answered excellent  
15.4% of respondents answered good  
7.7% of respondents answered requires some improvement

This compares to:

100% excellent in 2023/2024  
34.7% excellent, 34.7% good and 30.6% requires some improvement in 2022/2023  
38% excellent, 56% good and 6% requires some improvement in 2021/2022

**Please rate the quality support in school to make assessments to identify pupil progress.**

76.9% of respondents answered excellent  
15.4% of respondents answered good  
7.7% of respondents answered requires some improvement

This compares to:

100% excellent in 2023/2024  
39.1% excellent, 56.5% good and 4.4% requires some improvement in 2022/2023  
59% excellent and 41% good in 2021/2022

**Please rate the quality support in school to provide you with guidance in relation to professional behaviours.**

84.6% of respondents answered excellent  
15.4% of respondents answered good

This compares to:

71.4% excellent and 28.6% good in 2023/2024  
47.8% excellent and 52.2% good in 2022/2023  
51% excellent and 49% good in 2021/2022

**Please rate the quality of professional discussions in terms of impact on your teaching.**

92.3% of respondents answered excellent  
7.7% of respondents answered good

This compares to:

100% excellent in 2023/2024  
47.8% excellent and 52.2% good in 2022/2023  
51% excellent and 49% good in 2021/2022

**Please rate the quality of support for teaching children with SEND.**

69.2% of respondents answered excellent  
23.1% of respondents answered good  
7.7% of respondents answered requires some improvement

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

This compares to:

85.7% excellent and 14.3% of good in 2023/2024

39.1% excellent, 52.2% good and 8.7% requires some improvement in 2022/2023

41% excellent and 59% good in 2021/2022.

**Please rate the quality of information and guidance relating to pupil premium.**

46.2% of respondents answered excellent

58.3% of respondents answered good

This compares to:

71.4% excellent, 14.3% good and 14.3% requires some improvement in 2023/2024

34.8% excellent, 52.2% good and 13% requires some improvement in 2022/2023

38% excellent and 62% good for 2021/2022

The trainees were asked about anything that they thought were particular strengths or would improve the taught element of the programme, responses included:

- I feel really well prepped to teach in general - i.e daily in the classroom.
- More in depth information about what work and what an ECT will do.
- In our Leadership enrichment, we were given lots of effective ways to communicate with parents during difficult conversations - this would be really useful for all trainees to hear in regards to general difficult conversations.
- I believe the ITAP weeks would benefit from more focused tasks and altered to appropriate times in the year - i.e adaptive teaching should not be left until April/May - rather do them all within the first few months as the more time spent in school later in the year was more beneficial in my view.

**Trainee Satisfaction Survey: Actions**

Of the 72 trainees that completed the course (24/25) 13 filled in the Trainee Satisfaction Survey. With the exception of the questions listed below, all other questions were answered with either an 'Excellent' or 'Good' response.

**How good has your training been in preparing you to take responsibility for pupil safeguarding?**

53.8% of respondents answered fully prepared

46.2% of respondents answered somewhat prepared

**How good has your training been in developing your understanding of your responsibilities for Prevent?**

46.2% of respondents answered excellent

46.2% of respondents answered good

7.6% of respondents answered requires some improvement (1 trainee)

**How good has your training been so far in addressing issues relating to your own wellbeing?**

61.5% of respondents answered Excellent

30.9% of respondents answered Good

7.6% of respondents answered requires some improvement (1 trainee)

**How has your training been so far in addressing issues relating to pupil wellbeing?**

53.8% of respondents answered Excellent

38.6% of respondents answered Good

7.6% of respondents answered requires some improvement (1 trainee)

**How supportive and effective is professional guidance given by your Personal Tutor?**

69.2% of respondents answered excellent

23.2% of respondents answered good

7.6% of respondents answered requires some improvement



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**How supportive and effective is pastoral support given by your Personal Tutor?**

69.2% of respondents answered excellent  
7.6% of respondents answered good  
7.6% of respondents answered requires some improvement  
15.6% of respondents answered that they had not required this

**Please rate the quality of support from the SCITT Office**

46.2% of respondents answered excellent  
46.2% of respondents answered good  
7.6% of respondents answered requires some improvement

**How well was training pitched for your level of skill and knowledge?**

92.4% responded 'pitched correctly'  
7.6% responded 'too simple'

**How good was your training in preparing you to teach pupils across a range of academic abilities?**

46.2% of respondents answered excellent  
46.2% of respondents answered good  
7.6% of respondents answered requires some improvement

**How helpful has the guidance given in lectures been to help you to learn how to plan effective lessons?**

30.1% of respondents answered excellent  
46.2% of respondents answered good  
23.7% of respondents answered requires some improvement

**How good has your online training been so far in preparing you to teach phonics?**

15.4% of respondents answered excellent  
77% of respondents answered good  
7.6% of respondents answered requires some improvement

**How good has your training been at preparing you to assess and use pupil data (both formative and summative assessments) to inform your teaching?**

38.5% of respondents answered excellent  
46.3% of respondents answered good  
15.2% of respondents answered requires some improvement

**How good has your training been in preparing you to communicate with parents or carers?**

30.8% of respondents answered excellent  
61.6% of respondents answered good  
7.6% of respondents answered requires some improvement

**How good has your training been in preparing you to deploy support staff effectively?**

53.8% of respondents answered excellent  
31% of respondents answered good  
15.2% of respondents answered requires some improvement

**How would you rate the school environment in terms of being welcoming to trainees?**

84.6% of respondents answered excellent  
7.7% of respondents answered good  
7.7% of respondents answered requires improvement

**Did you have sufficient opportunities to teach early mathematics?**

84.6% of respondents answered yes  
15.4% of respondents answered no

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**Are you receiving enough mentoring time from your Senior General Mentor?**

84.6% of respondents answered yes  
15.4% of respondents answered no

**Please rate the quality of support from other school staff.**

92.3% of respondents answered excellent  
7.7% of respondents answered requires some improvement

**Please rate the quality of support to help you understand and apply pedagogy**

76.9% of respondents answered excellent  
15.4% of respondents answered good  
7.7% of respondents answered requires some improvement

**Please rate the support that you received to plan lessons and understand how the school curriculum is implemented.**

76.9% of respondents answered excellent  
15.4% of respondents answered good  
7.7% of respondents answered requires some improvement

**Please rate the quality support in school to make assessments to identify pupil progress.**

76.9% of respondents answered excellent  
15.4% of respondents answered good  
7.7% of respondents answered requires some improvement

**Please rate the quality of support for teaching children with SEND.**

69.2% of respondents answered excellent  
23.1% of respondents answered good  
7.7% of respondents answered requires some improvement

**Employee Retention Rate**

There were no changes to staffing during the 2024/2025 year.

**Employee Absence Rate**

One member of the SLT team was absent due to illness for a period of 35 days.

**Marketing Data**

Of those that responded to the marketing question of how they found out about the courses, the responses were:

	2024-2025	2023-2024	2022-2023	2021-2022
Website	3%	15%	13%	50%
ARU	48%	14%	49%	25%
Apply System	27%	22%	13%	5%
South Essex College	4%	4%	1%	3%
University of East Anglia	0%	0%	3%	0%
Word of Mouth	16%	37%	21%	17%
Current School	1%	6%		
Train to Teach Events	0%	2%		
Social Media	1%			

**Financial Performance**

Recruitment for 2024/2025 increased with 82 trainees starting the course. This compared to 50 trainees in 2023/2024. A budget with an expected recovery of reserves of £5,863.40 was set with an additional contingency of £10,000. Grants were received for the Lead Mentor role and ITAP elements of the course. Continuation of additional staffing requirements from 2023/2024 in light of the Lead Mentor role and ITAPs were required during

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

the year and the grants were partly used to contribute towards the continued increased staffing costs. At the end of the year, a recovery to reserves of £37,374.58 was achieved. The increase to reserves above the budget was mainly due to staff undertaking tasks related to the ITAP and Lead Mentor roles within their contracted hours, removing the costs of overtime. The lease of the Witham base was released early, resulting in a two month rent free period. New equipment had been provided for in the budget, however, these were capitalised as they exceeded the capitalisation limit. The Assessment Only route outperformed expectations with one additional assessment undertaken. The CEO increased the number of TRA Hearings attending, increasing income by an additional £6,129.

However, a reduction in recruitment has been experienced for the 2025/2026 cycle as expected in the report for year end 2023/2024 with 68 trainees commencing the course as had been predicted. In light of this, a decision was made to operate from one base for the 2025/2026 year to reduce costs of rent and lectures in order to avoid further staff losses. A budget with an expected addition to reserves of £3,168.49 has been set with an additional £10,000 held for contingency.

At the date of this report, January 2026, recruitment to the 2026/2027 course is low with an expected cohort of 60 trainees. Efforts are being made to increase applications and acceptances to the course.

Performance against the budget is reviewed on a monthly basis and shared with Trustees and Finance, Pay, Resources and Audit committee members. This is discussed in further detail at the meetings of each board and committee three times per year.

**c. Review of activities**

During the 2024-2025 academic year, Essex & Thames Education trained 82 trainees for the award of QTS, most trainees also undertook the option of the PGCE. Of these, 74 have been awarded QTS, and 4 continue into 2025/2026 on the part time route. The course is structured so that each trainee spends at least 120 days in school practice within two partnership schools and around 70 days in lectures. Support was provided by a Personal Tutor team, school mentors and members of the Senior Leadership Team. A return to face to face lectures was made for around half of all lectures. The challenges faced by trainees in the year were around negative national press focused on teaching in general and the cost of living crisis. Trainees that had recently graduated faced further challenges of transitioning from remote learning at university to face to face learning in base and in schools as everyone adapted to a return to a more normal way of life. The Senior Leadership Team worked with partnership Mentors and Senior Leadership to assist with delivery of the course and to offer support to schools and trainees in another challenging time.

**d. Factors relevant to achieve objectives**

Essex & Thames Education aims to train 75 trainees each year. Recruitment can be affected by outside influences, such as decisions by DfE to award or remove funding to routes into teaching and new providers moving into the area. Larger providers are able to offer financial incentives to applicants, this is having a negative impact on recruitment. Efforts are being made to promote the close working partnership with schools which provides a reflective and responsive training experience led by expert practitioners in schools. In years where funding is reduced, trainee numbers also decline before recovering. Primary routes, in particular, do not attract any DfE funding such as bursaries or funding for salaried places; this has an impact on recruitment. Nationally the number of trainees into the 2024/2025 year have increased.

Recruitment into the 2026/2027 academic year has declined and it is expected that between 55-60 trainees will be recruited, under the target set of 75 trainees per year.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**e. Fundraising activities and income generation**

Income was generated through course fees. This was mostly paid via Student Finance England, with a small number of trainees opting to pay fees directly or being supported by partnership schools to have fees paid.

**f. Investment policy and performance**

The Board of Trustees may invest to further the SCITT's charitable aims, but must ensure investment risk is properly managed. When considering an investment the board must:

- Act within its powers to invest as described in its articles;
- Exercise care and skill in investment decisions, taking advice as appropriate from a professional adviser;
- Ensure exposure to investment producers is tightly controlled so security of funds takes precedence over revenue maximisation;
- Ensure investment decisions are in the SCITT's best interests;
- Review the SCITT's investments and investment policy regularly.

The board will follow the Charity Commission's guidance: CC14 Charities and investment matters: A guide for trustees.

Whilst the Board of Trustees has responsibility for the SCITT's finances, the Scheme of Delegation approved by them delegates responsibility to the Finance Committee:

- To monitor the Investments Policy to make recommendations with regard to managing, controlling and tracking financial exposure, and ensuring value for money; to review the SCITTs investments and investment policy on a regular basis
- The CFO is responsible for producing reliable cash flow forecasts as a basis for decision making. They are responsible for making investment decisions that comply with this Policy and for providing sufficient management information to the Finance Committee so it can review and monitor investment performance.

The investment objectives of Essex & Thames Education are:

- to achieve the best financial return available whilst ensuring that security of deposits takes precedence over revenue maximisation.
- Only invest funds surplus to operational need based on all financial commitments being met without the Trust bank account becoming overdrawn.

**Spending and liquidity policy**

- Decisions on how much to invest and how long to invest for, will be based on operational requirements, demonstrated by cash flow forecasts produced by the Chief Finance Officer and Resources.
- The cash flow forecasts will take account of the annual budget and spending plans approved by the Board of Trustees and updated on a monthly basis.
- A sufficient balance must be held in the current account so that the SCITT's financial commitments can always be met without the bank account going overdrawn. The size of the balance will be determined by a forecast of future need and kept under review.
- Investments for a fixed term should not normally exceed one year in order to provide flexibility for the following year's plans, unless a clear rationale is provided for exceeding one year to the benefit of the SCITT.

No investments have been made during the period and there are no plans to make any investments in the immediate future. The CFO has reviewed the 3 year plan and the changes brought by the Market Reform will impact significantly on the cash flow of the organisation as funding will be received in arrear

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Achievements and performance (continued)**

**g. Duty to promote the success of the Company to achieve its charitable purposes**

Essex & Thames Education has a good reputation locally for delivery of teacher training programmes. It has excellent relationships with partnership schools. Performance data is published on the DfE website and allows applicants to make informed decisions about the course to which they wish to apply. Essex & Thames Education's website promotes the success of the organisation to attract applicants to the courses and the team are positive about the impact that the charity has. This maximises the chances of the organisation achieving a target of 75 trainees per year.

**Financial review**

**a. Going concern**

After making appropriate enquiries, the Trustees have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**b. Reserves policy**

**Statement of Reserves at 31st August 2025**

Total Reserves at 31st August 2025	£433,639.00
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**Predicted Reserves at 31st August 2026**

Unrestricted Funds: Proposed Designation

Cash Flow Requirements	£140,000.00
Contingency	£50,000.00
Surplus Budget 2025-2026	(£3,170.00)
Predicted Budget Deficit 2026-2027 (Based on 58 Trainees)	£80,000.00
Funding Paid in Arrears 2025-2026 - Intensive Training and Practice Grant	£13,872.00
Funding Paid in Arrears 2025-2026 - Lead Mentor Grant	£4,000.00
EYITT Development	£12,000.00
Proposed Designation	£296,702.00

<b>Unrestricted funds: General Reserves to 2026/2027</b>	<b>£136,937.00</b>
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The reserves held by Essex & Thames Education were acquired when the transfer of the accreditation was made from Runwell Community Primary School, operating as Essex and Thames SCITT, to the charity.

Applications to the courses are affected by outside factors and can range from 50 - 100 trainees in any one academic year. Spending into reserves was required for the 2022/23 and 2023/24 academic years. An increase to reserves was made for the 2024/2025 year and this is to be held to offset against the previous years losses. A small increase to reserves of £3,170 is expected for the 2025/2026 academic year. Recruitment for 2026/2027 is low at the date of this report (January 2026), with between 55-60 trainees expected. For the purpose of this report, 58 trainees have been reported with an expected deficit of around £80,000.

Most trainees opt to pay via Student Finance England, with 50% of fees received in the final months of the course, requiring a healthy level of cash flow to ensure operations can take place. The cash flow forecasts for the next 3 years have been calculated and show a maximum negative cash flow of around £118,000. A decision to hold at least £140,000 in reserves has been made.

**Recruitment**

Essex & Thames Education have a target of 75 trainees per academic year. The past 5 years have been challenging due to the Covid-19 pandemic, the cost of living crisis and negative press around teaching as a career.

Recruitment figures for the past 5 years are as follows:

2021-2022	88 Trainees
2022-2023	68 Trainees
2023-2024	51 Trainees

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

2024-2025    81 Trainees  
2025-2026    68 Trainees

Recruitment for the 2026/2027 cycle is low and is expected to be 55-60 trainees.

**Income 2025-2026**

Training Fee Income	£675,068
Grants & Funding	£28,372
Regional Network Income	£900
TRA Hearings	10,897
 Total Income	 £715,237

**Expenditure 2025-2026**

The board of Trustees undertake a thorough review of the proposed budgets each year. For the 2025-2026 academic year, staffing is to be maintained to allow staff to undertake the roles of Lead Mentor and design, deliver and co-ordinate the ITAP weeks. Funding as shown above has been provided to cover the additional costs.

Lectures	£ 25,410
Trainee Visits	£1,460
Assessment & Examination	£61,200
Personal Tutors	£59,171
Staff	£456,410
Audit, HR, Professional & Website Costs	£12,437
Resources	£12,695
Meetings	£5,940
Buildings	£17,966
Organisation Membership	£830
Other Costs **	£10,737
Recruitment	£1,920
Trainee Wellbeing and Resources	£16,516
Trainee and Staff Checks	£7,337
Graduation Costs	£2,720
ITAP Grant	£9,320
Contingency	£10,000
 Total Expenditure	 £ 712,069
Total Additional to Reserves	£3,167

**Projected Budget 2026-2027**

Recruitment for the 2026/2027 academic year is expected to be between 50 and 60 trainees. For the purpose of this report, a budget for 58 trainees has been used. Assuming no material changes to expenditure, a deficit of £79,131 is expected.

Fees for the courses have been increased to the new maximum tuition fees.

The main challenge faced by recruitment is the ability of national providers to provide financial incentives to candidates. There is a lack of widely available funding and as a small provider, Essex & Thames is unable to compete effectively in the market to recruit the target of 75 trainees at the present time. It is hoped that recruitment will recover for the 2027/2028 recruitment cycle and staffing is to be held at the current levels to ensure that experienced key staff are retained.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Rationale for Level of Reserves**

There are a number of factors and risks that determine the level of reserves to be held by the charity, these include:

- Economic climate and detrimental effect to recruitment to ITT
- The residual effects of the Covid-19 pandemic
- The realisation of fees through the Student Finance England payment schedules, being that 50% of the fees due are realised in the final months of the course, with expenditure at its greatest at the start of the course
- Changing DfE policy around ITT
- The risk of senior leadership absence and the requirement to cover the role. Although absence insurance is held, this will not cover the entire costs should this situation arise
- Development of courses to diversify income
- Forward planning in light of anticipated changes in trainee numbers to allow the courses to be run in years where recruitment is low
- Retention of experienced key members of staff in years where recruitment is low.

The Board of Trustees uses information supplied by the CEO and CFO to decide on the level of reserves to be held as a sum of designated funds for the next 3 years. Any reserves that are in excess of the designated reserves amount can be considered for investment purposes, guided by the investment policy.

The current economic climate, the residual effects of Covid-19 and the current changes under the ITT Reform show that it is not excessive for the current level of reserves to be held and it is vital to the going concern of the charity that these are maintained as far as possible.

**Review and Monitoring**

In the current climate, the policy will be reviewed regularly and updated accordingly. Matters relating to the financial performance of the charity are presented to the Board of Trustees and the Finance, Audit and Pay committee monthly; this assures that action can be taken swiftly if necessary. The Board of Trustees are being updated regularly by the CEO and Senior Leadership team regarding work around the ITT Reform.

Decisions around staffing levels and the payments made to schools for hosting trainees will be reviewed for the 2027/2028 academic year later in the recruitment cycle once a better understanding of the final recruitment figures is achieved.

**c. Principal risks and uncertainties**

Essex and Thames Education will seek to identify risks and take action to reduce the probability of them materialising and/or to limit their impact. All organisations are at risk of suffering loss or damage to their personnel, property, reputation and ability to deliver services through the occurrence of unforeseen events. While the timing of such events is unpredictable, it is usually feasible to identify the possibility and probability of them occurring.

The Board of Trustees has appointed a Risk Committee to oversee the risk management process; as this role gives a more global view of the activities of Essex and Thames Education. The committee meets on a termly basis to discuss Risk and to make recommendations to the Board of Trustees who hold ultimate responsibility for Risk for Essex and Thames Education.

The strategic objectives of Essex and Thames Education (as stated in the SIP), and the current risk register will be circulated to The Board of Trustees, submitting what they consider to be risks to the achievement of the strategic and operational objectives of Essex and Thames Education.



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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**d. Financial risk management objectives and policies**

The objectives of the risk meeting are as follows:

- To discuss and agree that all involved are satisfied with the Chairperson's list of risks;
- determine the appropriate response to each risk;
- assess existing controls and determine appropriate action;
- allocate responsibility for action; and
- agree on future reporting and review procedures.

The Risk Committee shall use the current risk register as the model format to classify the risks according to potential likelihood and impact, and decide whether to treat, terminate or tolerate each risk, according to impact and likelihood of each risk identified.

Value for money shall be considered in formulating an appropriate response to each risk, to avoid the over control of minor risks and the under-control of major ones.

It is likely that the assessment of controls will produce a list of actions required to produce an acceptable internal control system. Clear responsibilities should be allocated to these actions along with a deadline for the action to be completed and a scheduled date for review.

A final version of the risk register may be circulated to all relevant members of the organisation who shall be asked to confirm the accuracy of the register.

A copy shall be placed on the secure area of Essex and Thames Education Google Workspace so that all staff and Trustees are aware of the risks and the strategies in place to deal with them.

**e. Principal funding**

Income was generated through course fees. This was mostly paid via Student Finance England, with a small number of trainees opting to pay fees directly or being supported by partnership schools to have fees paid.

**Structure, governance and management**

**a. Constitution**

Essex & Thames Education is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association.

**b. Methods of appointment or election of Trustees**

The management of the Charity is the responsibility of the Trustees who are elected and co opted under the terms of the Trust deed.

Trustees are recommended by members of staff and partnership schools. At Trustee board meetings, any gaps in Trustee skill areas and ways of recruiting individuals with the necessary skills are discussed.

Once an individual has been identified, a recommendation is made to the Board of Trustees for a decision to appoint to be made by way of a vote.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Structure, governance and management (continued)**

**c. Organisational structure and decision-making policies**

The Board of Trustees has overall responsibility for the organisation with responsibilities delegated to boards and committees as shown in the chart below. The Board of Trustees meets four times a year.

Decisions for the day to day operations of the organisation are delegated by the Board of Trustees to the CEO ensuring that these remain within the scheme of delegation. Any decisions to be made that are outside the scope of the CEO according to the scheme of delegation are referred to the relevant Board or Committee for discussion before being presented to the Board of Trustees for approval.

The Trustees are responsible for the governance and supervision of the SCITT and its committees. The Trustees have a number of duties and responsibilities relating to the governance of the SCITT and its finances. In summary, The Trustees are responsible for:

- Establishing the vision, mission and values for the SCITT;
- Continuing to enhance the SCITT through meeting its objectives as expressed in its vision;
- Continuing to enhance the SCITT in accordance with the objects of the charity as set out in the Articles of Association and safeguarding the assets of the charity;
- Designing strategy and structure for the operation of the SCITT;
- The delegation of the running of the SCITT;
- Ensuring sound management and administration of the SCITT;
- Financial controls and the financial management of the SCITT in accordance with the provisions of the SCITT finance regulations, which sets out in detail provisions for the financial management of the SCITT;
- Setting standards of conduct and values, monitoring performance and the achievement of objectives, and ensuring that plans for improvement are acted upon;
- Risk management, that is identifying, quantifying and devising systems to minimise the major risks affecting the SCITT; and
- Ensuring the activities of the SCITT are conducted in compliance with the general law.
- The Trustees must prepare for each financial year accounts as required by the Companies Acts. The accounts must be prepared to show a true and fair view and follow accounting standards issued or adopted by the Accounting Standards Board or its successors and adhere to the recommendations of applicable Statements of Recommended Practice.
- The Trustees must keep accounting records as required by the Companies Act.
- Comply with the requirements of the Charities Act 2011

The scheme of delegation sets out the decisions that can be made by the key staff, committees and Board of Trustees. The main responsibilities of the Board of Trustees is to:

- Committee membership - approve the removal and appointment of members
- Set the role description for the Chair and specific members
- Approve the appointment or removal of member schools
- The approval of the appointment and termination of employment of SCITT staff and the CEO
- Approval of the Terms of Reference for all committees and boards
- Approval of the Governance Structure
- Approval of succession plans
- Approval of the Risk register and contingency plans
- Approval of the SCITT policies
- Approval of the SCITT vision and strategy
- Approval and oversight of the budget
- Approval of the staff structure
- Approval of the progress on key priorities
- Approval of the responses to inspections and compliance visits
- Approval of the scheme of delegation

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Structure, governance and management (continued)**

- Approval of the Audit report
- Approval of rates of pay for all staff

**d. Policies adopted for the induction and training of Trustees**

Trustees are provided with a handbook and are supported by experienced Trustees on the board and have support from the CEO, SCITT Manager and CFO.

**e. Pay policy for key management personnel**

**Setting of Executive Pay**

The board of trustees must ensure its decisions about levels of executive pay (including salary and any other benefits) follow a robust evidence-based process and are a reasonable and defensible reflection of the individual's role and responsibilities. No individual can be involved in deciding their remuneration.

The board must discharge its responsibilities effectively, ensuring its approach to pay and benefits is transparent, proportionate and justifiable, including:

- Process - that the procedure for determining executive pay and benefits, and keeping them proportionate, is agreed by the board in advance and documented;
- Independence - decisions about executive pay and benefits reflect independent and objective scrutiny by the board and that conflicts of interest are avoided;
- Robust decision making - factors in determining pay and benefits are clear, including whether training outcomes and financial performance considerations, and the degree of challenge in the role, have been taken into account;
- Proportionality - pay and benefits represent good value for money and are defensible relative to the public sector market;
- Commercial interests - ensuring the board is sighted on broader business interests held by senior executives, and is satisfied that any payments made by the SCITT to executives in relation to such interests do not undermine the transparency requirements for disclosing pay in accordance with the Charities Commission;
- Documentation - the rationale behind the decision making process, including whether the level of pay and benefits reflects value for money, is recorded and retained;
- A basic presumption that executive pay and benefits should not increase at a faster rate than that of other staff members, in individual years and over the longer term;
- Understanding that inappropriate pay and benefits can be challenged by the DfE and the Charities Commission, particularly in instances of poor financial management of the SCITT.

**Publication of executive pay**

The trust must publish on its website in a separate readily accessible form the number of employees whose benefits exceeded £100k, in £10K bandings, as an extract from the disclosure in its financial statements for the previous year ended 31st August. Benefits for this purpose include salary, other taxable benefits and termination payments, but not the SCITT's own pension costs. The trust is not required under the Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017 to publish information on the website and on the governments reporting website about the gender pay gap as it has less than 250 employees.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Structure, governance and management (continued)**

**Tax arrangements for senior employees**

The trust must ensure its senior employees payroll arrangements fully meet their tax obligations and comply with HM Treasury's guidance about the employment arrangements of individuals on the avoidance of tax. This is described in HM Treasury's Review of the Tax Arrangements of Public Sector Appointees which explains that senior managers with significant financial responsibilities should be exclusively on payroll, and therefore subject to PAYE with income tax and NI contributions deducted at source. Failure to comply with these requirements can result in a fine by HM Treasury.

**f. Related party relationships**

A register of business interests is kept and is regularly updated and presented to the board of trustees four times a year.

**g. Financial risk management**

The Trustees have assessed the major risks to which the Company is exposed, in particular those related to the operations and finances of the Company, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

**Plans for future periods**

**2026-29**

- Provide excellent initial teacher training programmes
- Work with the university to develop undergraduate teacher training programmes
- Continue to develop a border range of routes into teaching
- Continue to enhance mentor training in line with need and research developments
- Promote the Assessment Only Route into teaching
- Continue to develop and promote the Apprenticeship Route into teaching
- Build international working relationships
- Continue to develop peer-on-peer abuse work with ARU
- Develop the EYITT Programme (launching 2026-27)

**Members' liability**

The Members of the Company guarantee to contribute an amount not exceeding £1 to the assets of the Company in the event of winding up.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Statement of Trustees' responsibilities**

The Trustees (who are also the directors of the Company for the purposes of company law) are responsible for preparing the Trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial . Under company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees on 27 March 2026 and signed on their behalf by:



**Julie Winyard**  
(Chair of Trustees)

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**INDEPENDENT EXAMINER'S REPORT**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**Independent examiner's report to the Trustees of Essex & Thames Education ('the Company')**

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 August 2025.

**Responsibilities and basis of report**

As the Trustees of the Company (and its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed: *Jonathan Gorridge*  
Jonathan Gorridge FCA

Dated: 31 March 2026  
ICAEW

**MWS Accountants Limited**  
Chartered Accountants  
4 Chester Court  
Chester Hall Lane  
Basildon  
Essex  
SS14 3BL

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2025**

	<b>Note</b>	<b>Restricted funds 2025 £</b>	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
<b>Income from:</b>					
Donations and legacies	3	<b>33,735</b>	-	<b>33,735</b>	-
Charitable activities	4	-	<b>766,327</b>	<b>766,327</b>	506,145
Investments	5	-	<b>185</b>	<b>185</b>	156
<b>Total income</b>		<b>33,735</b>	<b>766,512</b>	<b>800,247</b>	506,301
<b>Expenditure on:</b>					
Charitable activities	6	-	<b>762,563</b>	<b>762,563</b>	602,714
<b>Total expenditure</b>		-	<b>762,563</b>	<b>762,563</b>	602,714
<b>Net income/(expenditure)</b>		<b>33,735</b>	<b>3,949</b>	<b>37,684</b>	(96,413)
Transfers between funds	14	<b>(33,735)</b>	<b>33,735</b>	-	-
<b>Net movement in funds</b>		-	<b>37,684</b>	<b>37,684</b>	(96,413)
<b>Reconciliation of funds:</b>					
Total funds brought forward		-	<b>395,955</b>	<b>395,955</b>	492,368
Net movement in funds		-	<b>37,684</b>	<b>37,684</b>	(96,413)
<b>Total funds carried forward</b>		-	<b>433,639</b>	<b>433,639</b>	395,955

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 33 to 47 form part of these financial statements.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 13442286**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2025**

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	11	9,652	5,789
		<u>9,652</u>	<u>5,789</u>
<b>Current assets</b>			
Debtors	12	82,427	36,708
Cash at bank and in hand		377,163	369,181
		<u>459,590</u>	<u>405,889</u>
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	13	(35,603)	(15,723)
		<u>423,987</u>	<u>390,166</u>
<b>Net current assets</b>			
		<u>433,639</u>	<u>395,955</u>
<b>Total assets less current liabilities</b>			
		<u>433,639</u>	<u>395,955</u>
<b>Net assets excluding pension asset</b>			
		<u>433,639</u>	<u>395,955</u>
<b>Total net assets</b>		<u><u>433,639</u></u>	<u><u>395,955</u></u>
<b>Charity funds</b>			
Restricted funds	14	-	-
Unrestricted funds	14	433,639	395,955
		<u>433,639</u>	<u>395,955</u>
<b>Total funds</b>		<u><u>433,639</u></u>	<u><u>395,955</u></u>

The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees on 27 March 2026 and signed on their behalf by:



**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 13442286**

**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2025**



**Julie Winyard**  
(Chair of Trustees)

The notes on pages 33 to 47 form part of these financial statements.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

	2025 £	2024 £
<b>Cash flows from operating activities</b>		
Net cash used in operating activities	14,808	(119,080)
	<hr/>	<hr/>
<b>Cash flows from investing activities</b>		
Purchase of tangible fixed assets	(6,825)	(1,099)
	<hr/>	<hr/>
<b>Net cash used in investing activities</b>	(6,825)	(1,099)
	<hr/>	<hr/>
<b>Cash flows from financing activities</b>		
	<hr/>	<hr/>
<b>Net cash provided by financing activities</b>	-	-
	<hr/>	<hr/>
<b>Change in cash and cash equivalents in the year</b>	7,983	(120,179)
Cash and cash equivalents at the beginning of the year	369,180	489,359
	<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	377,163	369,180
	<hr/> <hr/>	<hr/> <hr/>

The notes on pages 33 to 47 form part of these financial statements

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**1. General information**

Essex & Thames Education is a company limited by guarantee and incorporated in England. It is also a registered charity, Number 1196330

Its registered address is 4 Chester Court, Chester Hall Lane, Basildon, Essex, SS14 3WR  
Its principle place of business is North Crescent Primary, North Crescent, Wickford, Essex, SS12 9AP

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Essex & Thames Education meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**2. Accounting policies (continued)**

**2.2 Income**

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Where the donated good is a fixed asset, it is measured at fair value, unless it is impractical to measure this reliably, in which case the cost of the item to the donor should be used. The gain is recognised as income from donations and a corresponding amount is included in the appropriate fixed asset class and depreciated over the useful economic life in accordance with the Company's accounting policies.

On receipt, donated professional services and facilities are recognised on the basis of the value of the gift to the Company which is the amount it would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

**2.3 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**2. Accounting policies (continued)**

**2.4 Government grants**

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of financial activities upon the completion of the relevant performance-related conditions. Other grants that are not subject to performance-related conditions are credited to the Statement of financial activities as the grant proceeds are received. Grants received prior to the revenue recognition criteria being satisfied are recognised as a liability.

**2.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.6 Tangible fixed assets and depreciation**

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, on a reducing balance basis.

Depreciation is provided on the following basis:

Office equipment	-	20% Reducing balance
------------------	---	----------------------

**2.7 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**2.8 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

**2.9 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**2. Accounting policies (continued)**

**2.10 Financial instruments**

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.11 Pensions**

The Company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Company to the fund in respect of the year.

**2.12 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

**2.13 Redundancy payments**

Redundancy and termination costs are recognised as an expense in the Statement of Financial Activities and a liability on the Balance Sheet immediately when the charity has a detailed formal plan in place which has either: been announced to those affected, or the charity has initiated implementation of that plan.

**3. Income from donations and legacies**

	<b>Restricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Government grants	33,735	33,735	-

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**4. Income from charitable activities**

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Education	766,327	<b>766,327</b>	506,145
	<u>766,327</u>	<u>766,327</u>	
<i>Total 2024</i>	<u>506,145</u>	<u>506,145</u>	

**5. Investment income**

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Investment income - local cash	185	<b>185</b>	156
	<u>185</u>	<u>185</u>	
<i>Total 2024</i>	<u>156</u>	<u>156</u>	

**6. Analysis of expenditure on charitable activities**

**Summary by fund type**

	<b>Unrestricted funds 2025 £</b>	<b>Total 2025 £</b>	<i>Total 2024 £</i>
Direct costs	762,563	<b>762,563</b>	602,714
	<u>762,563</u>	<u>762,563</u>	
<i>Total 2024</i>	<u>602,714</u>	<u>602,714</u>	

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**6. Analysis of expenditure on charitable activities (continued)**

**Summary by expenditure type**

	<b>Staff costs 2025 £</b>	<b>Depreciation 2025 £</b>	<b>Other costs 2025 £</b>	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Direct costs	444,964	2,962	314,637	<b>762,563</b>	602,714
<i>Total 2024</i>	<b>368,873</b>	<b>1,832</b>	<b>232,009</b>	<b>602,714</b>	

**7. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2025 £</b>	<b>Support costs 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Education	681,458	81,105	<b>762,563</b>	602,714
<i>Total 2024</i>	<b>537,770</b>	<b>64,944</b>	<b>602,714</b>	

**Analysis of direct costs**

	<b>Activities 2025 £</b>	<b>Total funds 2025 £</b>	<b>Total funds 2024 £</b>
Staff costs	444,964	<b>444,964</b>	368,873
Lecturers	49,450	<b>49,450</b>	35,958
Personal Tutors	80,551	<b>80,551</b>	48,685
Assessment	81,000	<b>81,000</b>	55,800
Other direct costs	25,493	<b>25,493</b>	28,454
	681,458	<b>681,458</b>	537,770
<i>Total 2024</i>	<b>537,770</b>	<b>537,770</b>	



**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**7. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	<b>Activities 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Depreciation	2,962	<b>2,962</b>	1,832
Other support costs	33,855	<b>33,855</b>	22,068
Resources	8,563	<b>8,563</b>	8,344
Audit costs	4,572	<b>4,572</b>	5,400
Loss on disposal	-	-	1,044
Utilities	2,359	<b>2,359</b>	2,403
Insurance	4,959	<b>4,959</b>	4,963
Rent	22,935	<b>22,935</b>	17,990
Internal control review	900	<b>900</b>	900
	<u>81,105</u>	<u><b>81,105</b></u>	<u>64,944</u>
<i>Total 2024</i>	<u>64,944</u>	<u>64,944</u>	

**8. Independent examiner's remuneration**

	<b>2025 £</b>	<i>2024 £</i>
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	<b>5,600</b>	4,752
Fees payable to the Company's independent examiner in respect of: All assurance services not included above	<u>-</u>	<u>648</u>

**9. Staff costs**

	<b>2025 £</b>	<i>2024 £</i>
Wages and salaries	<b>368,705</b>	302,158
Social security costs	<b>31,737</b>	26,829
Contribution to defined contribution pension schemes	<b>44,523</b>	39,886
	<u><b>444,965</b></u>	<u>368,873</u>

**ESSEX & THAMES EDUCATION**  
**(A company limited by guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2025**

**9. Staff costs (continued)**

The average number of persons employed by the Company during the year was as follows:

	<b>2025 No.</b>	<b>2024 No.</b>
Management	<b>3</b>	<b>3</b>
Admin staff	<b>4</b>	<b>3</b>
	<hr/> <b>7</b> <hr/>	<hr/> <b>6</b> <hr/>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	<b>2025 No.</b>	<b>2024 No.</b>
In the band £80,001 - £90,000	<b>1</b>	<b>1</b>

Remuneration paid to key management personnel during the year amounted to £229,094 (2024: £224,710) including £198,558 (2024: £193,564) of gross pay and £30,536 (2024: £31,146) of employers pension contributions.

**10. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 August 2025, no Trustee expenses have been incurred (2024 - £NIL).

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**11. Tangible fixed assets**

	Office equipment £
<b>Cost or valuation</b>	
At 1 September 2024	13,279
Additions	6,825
	<hr/>
At 31 August 2025	20,104
	<hr/>
<b>Depreciation</b>	
At 1 September 2024	7,489
Charge for the year	2,962
	<hr/>
At 31 August 2025	10,451
	<hr/>
<b>Net book value</b>	
At 31 August 2025	9,653
	<hr/> <hr/>
<i>At 31 August 2024</i>	5,789
	<hr/> <hr/>

**12. Debtors**

	2025 £	2024 £
<b>Due within one year</b>		
Trade debtors	23,981	6,499
Prepayments and accrued income	58,446	30,209
	<hr/>	<hr/>
	82,427	36,708
	<hr/> <hr/>	<hr/> <hr/>

**ESSEX & THAMES EDUCATION**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2025**

**13. Creditors: Amounts falling due within one year**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Trade creditors	<b>1,127</b>	<b>2,460</b>
Accruals and deferred income	<b>34,476</b>	<b>13,263</b>
	<b>35,603</b>	<b>15,723</b>
	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Deferred income at 1 September 2024	<b>7,242</b>	<b>18,040</b>
Resources deferred during the year	<b>5,600</b>	<b>7,242</b>
Amounts released from previous periods	<b>(7,242)</b>	<b>(18,040)</b>
	<b>5,600</b>	<b>7,242</b>

Amounts deferred are deposits received for student placements for the 2025/2026 education year.

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**NOTES TO THE FINANCIAL STATEMENTS  
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**14. Statement of funds**

**Statement of funds - current year**

	Balance at 1 September 2024 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 August 2025 £
<b>Unrestricted funds</b>					
Reserves	395,955	766,512	(762,563)	33,735	433,639
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Restricted funds</b>					
Lead Mentour Grant	-	26,843	-	(26,843)	-
ITAP Grant	-	6,892	-	(6,892)	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	-	33,735	-	(33,735)	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Total of funds</b>	395,955	800,247	(762,563)	-	433,639
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

The specific purpose for which the funds are to be applied are as follows:

*Restricted funds*

These all relate to restricted government grants the application of which is limited to the conditions imposed by the respective funding agreements.

Transfers include qualifying expenditure related to restricted grant income

*Unrestricted funds*

Unrestricted general funds can be used to fulfil any of the charitable objects

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**NOTES TO THE FINANCIAL STATEMENTS  
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**14. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 September 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 August 2024 £</i>
<b>Unrestricted funds</b>				
General Funds	492,368	506,301	(602,714)	395,955

**Transfers between funds**

£33,735 was transferred from unrestricted funds into restricted funds in relation to expenditure relating to the expenditure incurred relating to the Lead Mentour Grant and the ITAP Grant

**15. Summary of funds**

**Summary of funds - current year**

	<b>Balance at 1 September 2024 £</b>	<b>Income £</b>	<b>Expenditure £</b>	<b>Transfers in/out £</b>	<b>Balance at 31 August 2025 £</b>
General funds	395,955	766,512	(762,563)	33,735	433,639
Restricted funds	-	33,735	-	(33,735)	-
	<u>395,955</u>	<u>800,247</u>	<u>(762,563)</u>	<u>-</u>	<u>433,639</u>

**Summary of funds - prior year**

	<i>Balance at 1 September 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 August 2024 £</i>
General funds	492,368	506,301	(602,714)	395,955

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**NOTES TO THE FINANCIAL STATEMENTS  
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**16. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>
Tangible fixed assets	9,652	<b>9,652</b>
Current assets	459,590	<b>459,590</b>
Creditors due within one year	(35,603)	<b>(35,603)</b>
<b>Total</b>	<b>433,639</b>	<b>433,639</b>

**Analysis of net assets between funds - prior year**

	<i>Unrestricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Tangible fixed assets	5,789	5,789
Current assets	405,889	405,889
Creditors due within one year	(15,723)	(15,723)
<b>Total</b>	<b>395,955</b>	<b>395,955</b>

**17. Reconciliation of net movement in funds to net cash flow from operating activities**

	<b>2025 £</b>	<b>2024 £</b>
Net income/expenditure for the year (as per Statement of Financial Activities)	<b>37,684</b>	(96,413)
<b>Adjustments for:</b>		
Depreciation charges	<b>2,962</b>	1,834
Loss on the sale of fixed assets	-	1,043
Decrease/(increase) in debtors	<b>(45,719)</b>	9,298
Increase/(decrease) in creditors	<b>19,881</b>	(34,842)
<b>Net cash provided by/(used in) operating activities</b>	<b>14,808</b>	(119,080)

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**NOTES TO THE FINANCIAL STATEMENTS  
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**18. Analysis of cash and cash equivalents**

	2025 £	2024 £
Cash in hand	369,163	361,180
Notice deposits (less than 3 months)	8,000	8,000
<b>Total cash and cash equivalents</b>	<b>377,163</b>	<b>369,180</b>

**19. Analysis of changes in net debt**

	At 1 September 2024 £	Cash flows £	At 31 August 2025 £
Cash at bank and in hand	369,181	7,982	377,163
	<b>369,181</b>	<b>7,982</b>	<b>377,163</b>

**20. Pension commitments**

The group operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable by the group to the fund and amounted to £44,523 (2024: £39,885). £nil (2023: £nil) were payable to the fund at the balance sheet date and are included in creditors.

**21. Operating lease commitments**

At 31 August 2025 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2025 £	2024 £
Not later than 1 year	-	12,000

The following lease payments have been recognised as an expense in the Statement of financial activities:

	2025 £	2024 £
Operating lease rentals	12,000	12,000
Changes in lease payments arising from COVID-19 related rent concessions	-	-



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**22. Members' liability**

Each member of the charitable company undertakes to contribute to the assets of the company in the event of it being wound up while he/she is a member, or within one year after he/she ceases to be a member, such amount as may be required, not exceeding £1 for the debts and liabilities contracted before he/she ceases to be a member.

**23. Related party transactions**

The Company has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Company at 31 August 2025.